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ABSTRACT

This document is an exercise for teachers who are seeking to increase student understanding of the rise and expansion of democracy in new or emerging nations. The exercise complements the National Education Goals for Student Achievement and Citizenship. By design, the exercise challenges students to plan and to conduct (based on the timeless principles of democracy) the democratization of a private business organization, the Botswana Confederation of Commerce, Industry and Manpower (BOCCIM) in the emerging African nation of Botswana. The exercise spans the areas of civics and government, economics, history, and geography. The overall purpose of the exercise is to provide students with three interdependent learning experiences, achieved via a combination of interactive discussions and team exercises: (1) applying the principles of democracy to the election of representatives to serve on a governing board; (2) democratizing the governance and structure of a private business organization; and (3) orientation to a successful, emerging nation in Africa. Three additional challenges for students include the following studies of Botswana: (1) researching its origin, culture, and traditions; (2) reporting on its geography, industries, and trade; and (3) comparing the mission and role of national business organizations in the United States, such as the U.S. Chamber of Commerce, with BOCCIM. Incorporated into the exercise are activities to strengthen the learning of interpersonal and team skills of students. The primary skill building activities are critical thinking, problem solving, decision making, library research, team building, and presentations. (DK)

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16 August 1994

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PROLOGUE

Dumela. This is Setswana for "Hello."

Located in south central Africa, the Republic of Botswana became an independent nation in 1966. At one time, it was a protectorate of Great Britain and called Bechuanaland. Landlocked, Botswana is surrounded on the north by Zambia, Zimbabwe on the east, Republic of South Africa on the south and Namibia on the west.
Unquestionably, Botswana is a shinning example of an open democracy and market economy. Its heritage is rich -- and deep in tradition and human values. Its government is a parliamentary republic.

This exercise is dedicated to the people of Botswana, who are called the Batswana.

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

INTRODUCTION

The National Education Goals, cast into law as "The Goals: Educate America Act" by the United States Congress and the signature of President Clinton on 31 March 1994, are a true watershed for improving classroom teaching and learning of the principles of democracy in the elementary and secondary schools of America. Also, the first-ever national voluntary standards for student performance are established under the legislation (Public Law 103-227).

Of particular note is the Goal (#3) for Student Achievement and Citizenship in the Educate America Act:

> "All students will leave grades 4, 8, and 12 having demonstrated competency over challenging subject matter including English, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography, and every school in America will ensure that all students learn to use their minds well so they may be prepared for responsible citizenship, further learning, and productive employment in our nation's modern economy."

In parallel with the setting of "world class" standards for American education, undoubtedly teachers will be challenged to find readily available international resources -- based

INTRODUCTION - Continued

on global issues -- to augment classroom activities and to reinforce homework assignments. This is especially critical for providing students with a rational perspective and sound understanding of the ever-changing world community. Likewise, timely and practical exercises are needed for students to explore international problems -- and to evaluate options for solving them. Such exercises help American students to adjust more easily to the difficult transition from school--to-society in an increasingly complex, competitive world.

An unique exercise is presented for teachers who are seeking to increase student understanding of the rise and expansion of democracy in new or emerging nations. The exercise, entitled "Building An Understanding of Democratization In A Developing Nation," compliments the National Education Goal (#4) for Student Achievement and Citizenship.

By design, the exercise challenges students to plan and to conduct -- based on the timeless principles of democracy -- the democratization of a private business organization in an emerging nation, located in Africa. Specifically, the

- Emerging nation is the Republic of Botswana;
- Private organization is the Botswana Confederation of Commerce, Industry and Manpower (BOCCIM).

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

SCOPE OF EXERCISE

In keeping with the National Education Goal (#3) for Student Achievement and Citizenship, the exercise herein, "Building an Understanding of Democratization in a Developing Nation," spans the areas of civics and government, economics, history and geography using "A Success Story in Botswana."

Overall, the Purpose of the exercise is to provide students with three interdependent learning experiences, achieved via a combination of interactive discussions and team exercises. They are:

- Applying the principles of democracy to the election of representatives to serve on a governing board.
- Democratizing the governance and structure of a private business organization.
- Orientation to a successful, emerging nation in Africa.

To complement the three-fold Purpose, additional challenges for students include the following study of Botswana:

- ✓ Researching its origin, culture and traditions.
- ✓ Reporting on its geography, industries and trade.
- ✓ Comparing the mission and role of national business organizations in America, such as the U. S. Chamber of Commerce (Washington, DC), with BOCCIM.

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

SCOPE OF EXERCISE - Continued

Incorporated into the exercise are activities to strengthen the learning, interpersonal and team skills of students, so vital to their long-term academic development. The primary skill-building activities are:

- Critical thinking
- Problem solving
- Decision making
- Library research
- Team building
- Presentations.

This exercise is based on an actual experience in Africa by the author. Moreover, it is designed to supply high/middle school teachers with a challenging -- and skill building -- exercise for their classes on civics, government, economics and geography.

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

BACKGROUND: BOCCIM

Founded in 1972, the Botswana Confederation of Commerce, Industry and Manpower (shorthand: BOCCIM), is a nonprofit organization which represents the interest of the private business sector in the Republic of Botswana.

The mission of BOCCIM is:

> "to promote, improve and encourage the competitive development of commerce, industry and manpower resources for the long-term prosperity of Botswana."

Membership of BOCCIM is composed of 1,400+ profit and non-profit corporations, firms and professional organizations, all located in Botswana. Annual dues range from 100 Pula to 10,000 Pula, depending on the member's number of employees. NOTE: 1 Pula = 0.44 US dollar.

When founded, the chief governing body of BOCCIM, called the BOCCIM Council, was composed of twenty-eight (28) members. Each BOCCIM Council member filled an historically guaranteed or appointed seat. In short, none were elected.

Increasingly, non-council members became quite vocal about their dissatisfaction with the deliberations of the Council. More and more they expressed the need for democratizing the

BACKGROUND: Continued

the BOCCIM Council. Specifically, the members wanted more direct involvement in policy- and decision-making -- and to elect their Council members.

United States Involvement

To date, the United States has contributed more than $10.0 million via the Agency for International Development(USAID)* to support various activities of BOCCIM. The non-elected Council of BOCCIM represented, however, a source of concern because it was not democratically elected.

In keeping with new USAID policy to promote democratization in new, emerging and developing nations receiving financial support from the United States, the non-elected council of BOCCIM was at odds with renewed dollars from America. Since Botswana was a longtime friend of the USA -- and its steady economic advancement was viewed as vital to the stability of Southern Africa, the United States was prepared to assist BOCCIM with the democratization of its governing council -- to ensure that each member organization had the right to participate equally in the election of the members to serve on the BOCCIM Council.

* USAID: United States Agency for International Development, Washington, DC.

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

OVERHAULING BOCCIM

In March of 1992, the then Officers and Directors of BOCCIM held a Strategic Retreat -- and adopted a new constitution calling for the first-ever election of its governing body, titled the BOCCIM Council.

The new BOCCIM Constitution states that (Article 11.1):

> "The Council shall consist of elected/appointed Chairpersons representing BOCCIM Sector Groups; and up to four(4) additional members appointed by the Council."

The BOCCIM Sector Groups, created by the new Constitution (Article 12.1) are described as follows:

> "...recognized or designated by Council shall be cohesive industrial, commercial or professional groupings with common interests. The number and designation of Sector Groups shall be prescribed by the Council. Each Sector Group shall elect a sector Chairperson who will serve as the sector representative on the BOCCIM Council."

Some examples of "Sector Group" members in Botswana are:

Industrial - construction, equipment manufacturing, diamond mining, and quarrying.

Commercial - retailers, wholesalers, hoteliers, bankers, and auto dealers.

Professional - accountants, engineers, lawyers, physicians, and consultants.

OVERHAULING BOCCIM - Continued

With a new constitution in force, ground breaking democratic elections for the BOCCIM Council were successfully completed during June 1993, and the newly elected Council was vested at the Annual Meeting of BOCCIM on 23 June 1993.* A diagram of the new structure of BOCCIM follows in Figure I.

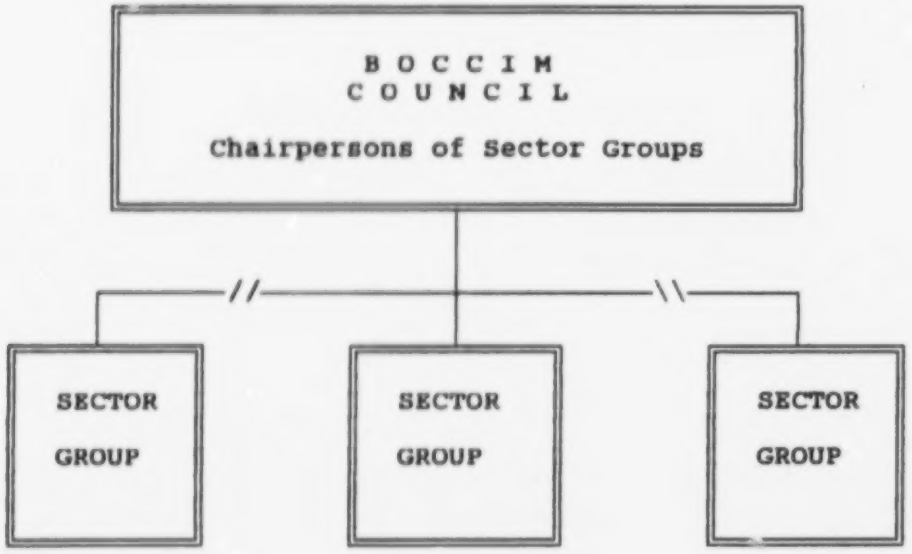


Figure I.

* "Constitution of the Botswana Confederation of Commerce, Industry and Manpower," as Amended 25 March 1992, Gaborone, Republic of Botswana.

BUILDING AN UNDERSTANDING OF DEMOCRATIZATION

ANALYSIS AND ACTION PLANS

1. How would you democratize the election of a new governing body for the Botswana Confederation of Commerce, Industry and Manpower(BOCCIM)? As you design your action plan, what democratic principles are non-negotiable?

2. Since the new BOCCIM Council is to be composed of "Sector Group Chairpersons," how would you design -- and conduct -- the sector group elections? What democratic principles must be adopted and followed?

3. In dividing the membership of BOCCIM into Sector Groups, how do you ensure an equality of representation? What key guidelines are necessary and must be followed? What unit of government in America is most closely related in design and purpose to the "Sector Groups" of BOCCIM?

4. During the reorganization of the governance of BOCCIM, what is the proper role of the present governing Council? What can be done to ensure a smooth transition from the old form of governance to the new one with Sector Groups?

5. How would you phase in the "new BOCCIM Council?" What key steps will complete the official transfer of authority from the old to the new elected governing council?

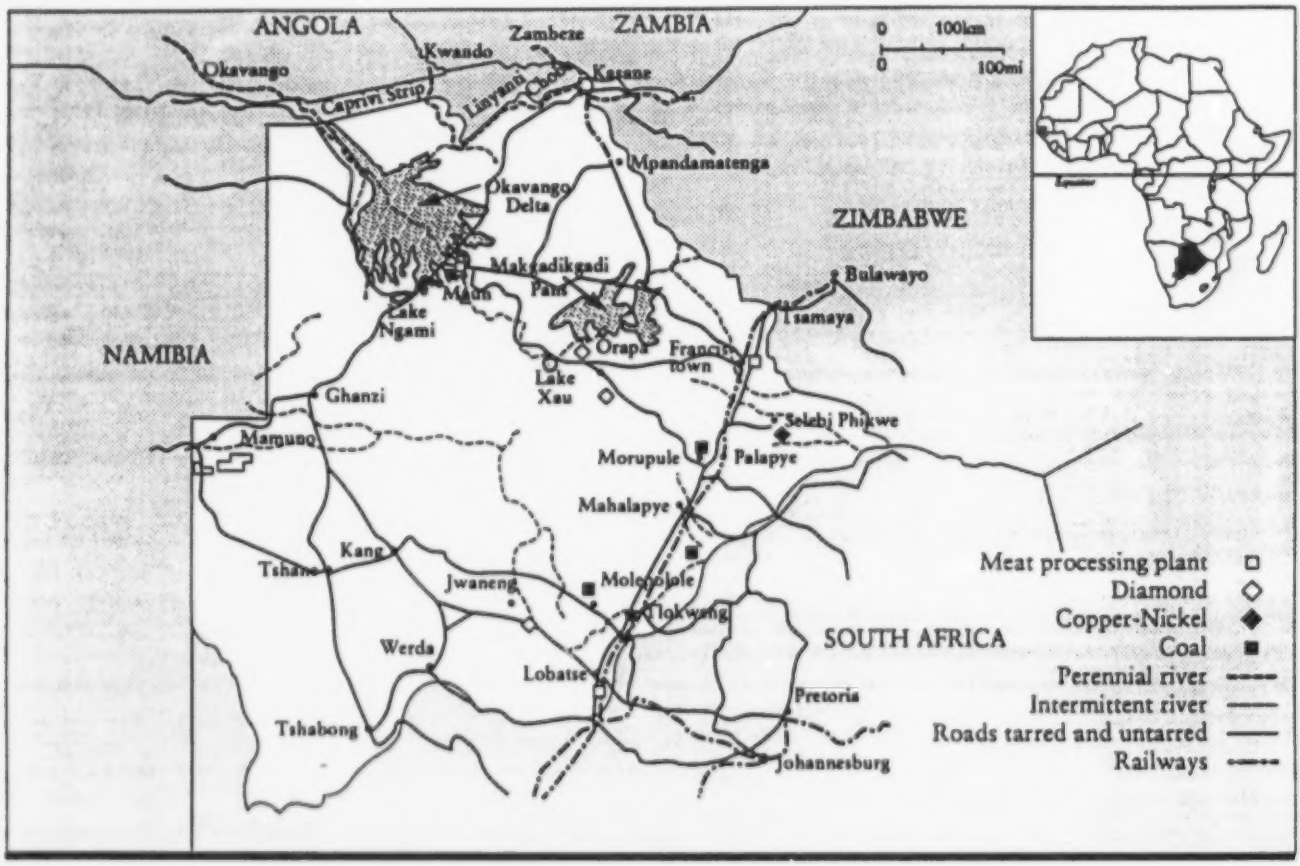
Botswana Facts

The Government of Botswana

Department of Trade and Investment Promotion

Ministry of Commerce and Industry

At a Glance



Geography: The Republic of Botswana covers 224,724 square miles at the center of the Southern Africa plateau. It is bordered by South Africa on the south and southeast, Zimbabwe on the northeast, and Namibia on the west and north (Caprivi strip). Angola and Zambia lie north of the Caprivi strip. The Kalahari Desert covers over 70 percent of the country.

Key Cities: Gaborone (the capital), Francistown, Selebi - Phikwe, Lobatse, Palapye, Jwaneng, Tlokweng, Orapa.

Climate: Subtropical, ranging from arid to semi-arid.

Population: The 1990 census measures a total population of 1.3 million. At a current growth rate of 3.4 percent, the population is expect to double early in the next century. More than half the population currently is under 15 years old.

Density: More than 80 percent of Batswana live in the eastern part of Botswana where rainfall is highest; 25 percent live in urban areas.

Ethnicity: Half of Botswana's population is from Tswana tribes. The Kalanga, Kgalagadi, Yei, Herero, and Mbukushu equal about 40 percent; the remaining 10 percent is San, Khoi, Caucasian, and Asian. Tribalism is not a feature of political life.

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Religion: About 50 percent of the population is Christian, 50 percent indigenous beliefs.

National Language: The national language is Tswana; English is the official language.

Education: Literacy is 80 percent; 93 percent attend primary school.

Government: The protectorate of Bechuanaland became independent of Great Britain September 30, 1966. The country is a multi-party parliamentary democracy and has had six peaceful elections since independence.

Head of State: President Sir Ketumile Masire, first elected July, 1980, is currently serving his third term.

Economy:

Natural Resources: diamonds, copper-nickel, coal, soda ash

Agricultural Products: cattle, maize, sorghum, millet, beans, beef, beef products

Other Resources: tourism, big game

Economic Statistics:

Currency:	pula
Exchange Rate:	pula=$US.44 (1/93)
Average GDP growth, 1980-8:	16.9 percent
GDP at current prices (P mn):	6912 (91)
Annual GDP growth:	14.3 percent (91)
Non-mineral GDP at currentprices (P mn):	4038.6m (6/91)
Annual non-mineral GDP growth:	22.9 percent (91)
Inflation:	17.7 percent (6/92)
Debt service ratio:	3.1 percent (91)
Stock Exchange Capitalization (listed shares):	658.1 (1/93)
International reserves (US$):	3.948 bn (6/92)
Import cover (goods and services):	16 months (91)

Botswana belongs to the following organizations:

Southern African Development Community (SADC)
Southern African Customs Union (SACU)
African Development Bank
Lome Convention
Organization of African Unity
The Commonwealth
World Bank
International Monetary Fund
United Nations
Non-Aligned Movement

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(Sources: Botswana NDP7, Bank of Botswana Annual Report, 1991, Bank of Botswana Bulletin Vol. 10)

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